



OFFICE OF THE SECRETARY  
**U.S. Department  
of the Interior**

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## News Release

### Secretary Salazar Releases Colorado River Basin Study Projecting Major Imbalances in Water Supply and Demand

**Comprehensive study developed by Interior and seven basin states looks at water supply and demand over the next 50 years; includes range of proposed strategies from stakeholders to mitigate projected imbalances**

**12/12/2012**

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**WASHINGTON, D.C.** – Secretary of the Interior Ken Salazar today announced the release of a study – authorized by Congress and jointly funded and prepared by the Bureau of Reclamation and the seven Colorado River Basin states – that projects water supply and demand imbalances throughout the Colorado River Basin and adjacent areas over the next 50 years. *The Colorado River Basin Water Supply and Demand Study*, the first of its kind, also includes a wide array of adaptation and mitigation strategies proposed by stakeholders and the public to address the projected imbalances.

The average imbalance in future supply and demand is projected to be greater than 3.2 million acre-feet by 2060, according to the study. One acre-foot of water is approximately the amount of water used by a single household in a year. The study projects that the largest increase in demand will come from municipal and industrial users, owing to population growth. The Colorado River Basin currently provides water to some 40 million people, and the study estimates that this number could nearly double to approximately 76.5 million people by 2060, under a rapid growth scenario.

“There’s no silver bullet to solve the imbalance between the demand for water and the supply in the Colorado River Basin over the next 50 years – rather, it’s going to take diligent planning and collaboration from all stakeholders to identify and move forward with practical solutions,” said Secretary Salazar. “Water is the lifeblood of our communities, and this study provides a solid platform to explore actions we can take toward a sustainable water future. Although not all of the proposals included in the study are feasible, they underscore the broad interest in finding a comprehensive set of solutions.”

Authorized by the 2009 SECURE Water Act, the study analyzes future water supply and demand scenarios based on factors such as projected changes in climate and varying levels of growth in communities, agriculture and business in the seven Colorado River Basin states of Arizona, California, Colorado, New Mexico, Nevada, Utah, and Wyoming.

The study includes more than 150 proposals from study participants, stakeholders and the public that represent a wide range of potential options to resolve supply and demand imbalances. Proposals include increasing water supply through reuse or desalinization methods, and reducing demand through increased conservation and efficiency efforts. The scope of the study does not include a decision as to how future imbalances should or will be addressed. Reclamation intends to work with stakeholders to explore in-basin strategies, rather than proposals - such as major trans-basin conveyance systems - that are not considered cost effective or practical.

“This study is one of a number of ongoing basin studies that Reclamation is undertaking through Interior’s WaterSMART Program,” said Assistant Secretary for Water and Science Anne Castle. “These analyses pave the way for stakeholders in each basin to come together and determine their own water destiny. This study is a call to action, and we look forward to continuing this collaborative approach as we discuss next steps.”

WaterSMART is Interior’s sustainable water initiative and focuses on using the best available science to improve water conservation and help water-resource managers identify strategies to narrow the gap between supply and demand. The WaterSMART program includes Reclamation’s Water and Energy Efficiency grants, Title XVI Reclamation and Recycling projects, and USGS’s Water Availability and Use Initiative. “This study brings important facts and new information to the table so that we can better focus on solutions that are cost effective, practical and viable” said Bureau of Reclamation Commissioner Mike Connor. “We know that no single option will be enough to overcome the supply and demand gap, and this study provides a strong technical foundation to inform our discussions as we look to the future.”

Spanning parts of the seven states, the Colorado River Basin is one of the most critical sources of water in the western United States. The Colorado River and its tributaries provide water to about 40 million people for municipal use; supply water used to irrigate nearly 4 million acres of land, and is also the lifeblood for at least 22 Native American tribes, 7 National Wildlife Refuges, 4 National Recreation Areas, and 11 National Parks. Hydropower facilities along the Colorado River provide more than 4,200 megawatts of generating capacity, helping meet the power needs of the West.

Throughout the course of the three-year study, eight interim reports were published to reflect technical developments and public input. Public comments are encouraged on the final study over the next 90 days; comments will be summarized and posted to the website for consideration in future basin planning activities.

The full study – including a discussion of the methodologies and levels of uncertainty – is available at [www.usbr.gov/lc/region/programs/crbstudy.html](http://www.usbr.gov/lc/region/programs/crbstudy.html). Hard copies of the Executive Summary and a CD of the entire study are available at the Study booth in the exhibitors’ area during the Colorado River Water Users Association (CRWUA) conference in Las Vegas Dec. 12 – 14, 2012.



### Wildland Fire Management Planning in the Upper Colorado Region



**Missionary Ridge fire as seen from Vallecito Reservoir**

By Fred Liljegren  
Outdoor Recreation Planner  
Upper Colorado Region

A Wildland Fire Management Workshop for the Upper Colorado Region was held November 28-29, 2012 in the Regional Office in Salt Lake City, Utah. At this meeting, a proposed Draft Template for the Upper Colorado Region based on the National Wildland Fire Management Template was reviewed for content and compatibility with each Area Office.

Comments on the draft document were added to the Template to provide guidance and direction for each item as determined by the Team. The goal of the Upper Colorado Region is to meet and/or exceed the basic standards required for the plans prepared by each Area Office while maintaining flexibility within each Area Office to adjust the document to fit individual needs.



The initial goal was to complete Wildland Fire Management Plans, including NEPA, by 2018. The Wildland Fire Management Team set a goal at this workshop to complete two of the five sections for the Wildland Fire Management Plans this year. Originally, one section was scheduled for completion this year. This accelerated schedule will save one year in the preparation of these documents. Plans are now scheduled for completion in 2017. Once completed, the plans will be updated and improved annually as more and better information is available.

The UC Region Wildland Fire Management Team will utilize a team approach for the preparation of these documents. As plans are prepared by each Area Office, the information will be shared to identify best management practices, ideas and concepts. Team members can contact any member for help, support, and assistance in meeting this year's goal. This approach should keep plans on track and provide the necessary support that other members can provide.



**Participants from left to right: Dave Krueger, Provo Area Office; Valerie Heath-Harrison, UC Regional Office; Alan Schroeder, Western Colorado Area Office; Fred Liljegren, UC Regional Office**

The preparation of Wildland Fire Management Plans will require support of the Area Office management and staff to meet this accelerated goal. Input and collaboration will be required from Environmental, Operations, Recreation and other staff to achieve the completion of these



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sections. So when you are contacted to help, do not get “hot” under the collar. Add your “fuel” to keep the plan moving forward. Do not be the one to cause this effort to “flame out.”



George Kochaniet/The Rocky Mountain News

#### **Missionary Ridge fire as seen from a golf course in Durango, Colorado**

Comments from participants at the Workshop were interesting. Dave Krueger attended the Workshop because Wildland Fire Management is a “hot topic” and he had several “burning questions” on how to prepare a plan. Alan Schroeder on the other hand came prepared with an “An Extra Short Course on Wildland Fire Management 101” from his experience as a former “Red Card” fire fighter to “ignite” interest in what Wildland Fire Fighting involves. Valerie Heath Harrison participated on behalf of Mike Anderson in the Albuquerque Area Office to “keep the flames burning” while Mike regains his health following the Thanksgiving Holiday. Fred Liljegren led the discussion as he is slowly running out of “fuel.”

Reclamation has lands that burn. We can no longer play a “round” and pretend fire is “not our problem.”

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### Thoughts from the Front Office

Howdy everyone. OK, now to continue with what was started in the last issue of UC Today – accomplishments in the Rio Grande basin portion of the region.

If you will remember, Secretary Salazar's Thanksgiving message prompted me to think a bit more deeply about our accomplishments. Last issue, I included a list that was just for the Colorado River Basin portion of our region. I know that I always leave out important items when I do such a list – so, please add to the list as you see fit. I am so proud of all that has been accomplished and I hope you are too. Thanks again for all your dedication and great work.

Cheers and Merry Holidays, Larry W.

Here's my start of a list for Rio Grande Basin accomplishments during the past two years:

#### Hydrology/Reservoir Operations

- Dry, historically dry, nearly unbelievably dry. Some reservoirs have been at extremely low levels for several years. Some of our projects have received the lowest water allocations ever. Some projects are still facing extremely low (or no water allocations) – e.g. the Tucumcari Project, the Rio Grande Project.
- And yet, the major accomplishment is the great work of our staff combined with the great work of our project partners to help stretch water supplies as much as possible. Let's hope that this winter will bring a healthy snow-pack and water to refill reservoirs and streams.

#### 1906 Convention activities:

- The 1906 Convention (a treaty like document between the U.S. and Mexico) calls for delivery to Mexico of 60,000 acre-feet per year (when there is a full supply from the Rio Grande Project). The International Boundary and Water Commission coordinates Mexico's water orders and, as you can imagine, very little water has been available to allocate.
- Again, the accomplishment here has everything to do with our constructive and respectful relationships with the U.S. irrigation districts, the Republic of Mexico and numerous other entities. And yes, a good water supply will be greatly welcomed.

#### Water Settlement Projects:



- Recent legislation authorized water settlements under the legislative headings of the Aamodt Project and the Taos Project. These projects are the result of long-standing water claims by Pueblos in the project areas. Staff in the Albuquerque Area Office (along with staff in DC, Denver and our Regional Office) has the lead in organizing and accomplishing the next steps that will lead to project completion.
- These are multi-year projects with multiple participants. Our staff has done outstanding work in organizing and leading the required work. Project funding levels will be an extremely important requirement in order for us to meet the legislated timelines.

#### Middle Rio Grande Project BA/BO Process:

- Earlier this year, Reclamation's team prepared a Draft Biological Assessment and, after receiving and addressing comments from our collaborators, submitted the document to the Fish and Wildlife Service.
- This is an extremely complex and important piece of work that has been years in the making. The resulting Biological Opinion will replace the current 2003 BO and will ensure that the operations and activities of the Middle Rio Grande Project are in compliance with the Endangered Species Act.

#### Price's Dairy Becomes Valle de Oro National Wildlife Refuge:

- Secretary of the Interior Ken Salazar visited the former Price's Dairy or Valley Gold Farms site located just south of Albuquerque on September 27, 2012 to announce that the Bureau of Reclamation, U.S. Fish and Wildlife Service, Bernalillo County, the Trust for Public Land and the Albuquerque Metropolitan Area Flood Control Authority had closed on the purchase of 390 acres of farm land and about 250 acre-feet of senior water rights.
- "This is the first purchase of surface water rights Reclamation has made along the Rio Grande in New Mexico," Albuquerque Area Manager Mike Hamman said of Reclamation's purchase of 154 acre-feet of pre-1907 water rights. "We're excited about this purchase and the potential to use these water rights to offset some of our activities for endangered species in the Middle Rio Grande."
- The 559th unit of the national wildlife system is within a 30-minute drive of half of New Mexico's population because of its close proximity to Albuquerque.

#### Alamosa Field Division Solar Array Pilot Project:

- Using the background in solar energy of a key staff member, Reclamation's Alamosa Field Division implemented a solar array pilot project at its administrative office site. Preliminary design and planning began in early 2009 for the photovoltaic solar array project. Once necessary design modifications were complete, actual construction of the project began in March 2010 by Alamosa Field Division crews.
- The new system which was completed and put into service on July 22, 2010, has a rated capacity of 9,840 watts. This system will produce approximately 10 percent of the electricity used by the Alamosa Field Division administration facility in a year, with the potential to slightly exceed that number.

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### Ken Beck Bids Farewell after 30 years with Reclamation



By Susan Kendrick  
Writer/Editor  
Albuquerque Area Office

Ken Beck joined the Bureau of Reclamation family in July of 1982. He started working in the Durango Project Office as an Agricultural Economist. When asked what has been the most memorable thing over his career he stated, "The people. ... Shortly after I started work I was introduced to one of the Regional Office Economist \_ Elwood Clark. Elwood told me that I had made a good choice in going to work for Reclamation. He said that there is something about



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the people who work for Reclamation that are a cut above. I found Elwood's comment was not only prophetic; the scope of it was amazing. It was true in every aspect of my work and travels with Reclamation from Washington D.C. to Sacramento, California and points in between."

Ken said that he and his wife Wendy made a conscious decision that they would stay and raise their little brood in the Durango area as long as they could. "There is something about raising a family in rural America that is priceless. There are unlimited opportunities, with a little guidance, for youth to excel in so many different ways."

He also found his work in Durango to be a blessing beyond measure. "It was as if it had been scripted. When I arrived, the Dolores Project was about mid-way through construction and the Animas-La Plata Project (ALP), the last of an old era, had been trying to gain a solid toe-hold beyond planning efforts for years. It was as if every contemporary shining star that worked for Reclamation had been summoned to the call in Durango. Rick Gold, Larry Walkoviak, Errol Jensen, Pat Schumacher, Alan Gates, Ken Ouellette, Rick Ehat, Barry Longwell - just to mention a few. They were bright, dedicated and hard working. I had the immeasurable privilege of working with them. They quickly became my friends and mentors. I learned so much from each of them. Errol Jensen was my supervisor for over two decades. He taught me the best lessons of all, mainly through example; things that would serve me well as a new manager and beyond. Like - 'The best boss is the boss that bosses the least', and when things really started to smell bad, he would always say 'Challenges and opportunities - they are just challenges and opportunities.' "



Other opportunities came to Ken while at Durango including ALP Team Leader and Environmental and Planning Group Chief. He admits that remaining in Durango definitely was not the thing to do from a career maximization stand point. But the benefits derived from raising his children on a small ranch in a small town far outweighed chasing the next higher grade across the landscape.

In the fall of 2007, as the last of the brood left for college and ecclesiastic service, Ken was selected as the Manager of the Albuquerque Area Office's Alamosa Field Division. He would travel to Alamosa and stay during the week, then return to the Ranch on the weekends to work on the list that Wendy had compiled in his absence. "What a marvelous way to round out a career! I fell in love with the people of the Alamosa Field Division and Rio Grande Water Conservation District. They are the salt of the earth. They have helped me grow and blessed my life in so many unanticipated ways. I've commented on more than one occasion that I would have made the trip just to have become acquainted with Steve Vandiver (Manager RGWCD). He and his staff are outstanding." Ken said that he owes a debt of gratitude to many folks in Reclamation who provided more than a passing interest in him, his career, and his success.





"The problem is there are just too many to mention. Elwood was right! It's the people that made my career such a great, great ride."

The Albuquerque Area Office Leadership Team held a small send off for Ken during their last meeting in November.

"Ken was such an impressive member of the team and just a great leader. He led by example and just had such a positive way of managing any situation," said Mary Carlson, AAO Public Affairs Specialist. "I remember one meeting he was talking about the importance of giving Tabs and Tags. I sat there puzzled by what he could possibly be talking about. He said, 'You know, That's a Boy and That's a Girl.' He cared so deeply about his employees and always seemed to make sure they knew when he was happy with their work."

Ken officially leaves Reclamation on December 31, 2012. He plans on going into business with his sons in equine sports medicine and sales.

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### Denver's Green Dream Team



By Kathleen Dickinson  
Manager, Major Projects Division  
Albuquerque Area Office

The Bureau of Reclamation's Recycling Pilot Program in Denver, Colo. has been awarded a 2012 Department of the Interior Environmental Achievement Award. Kerry Whitford and her dedicated team were the winners in the "Green Dream Team" category for inspiring sustainable practices and establishing the framework for a successful recycling program.

"There was such a need and desire for it," says Whitford.



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The Department of the Interior Environmental Achievement Award is given to recognize those who have attained exceptional achievements under President Barack Obama's executive order, "Federal Leadership in Environmental, Energy and Economic Performance," which recognizes those with a commitment to reaching sustainability goals. They serve to recognize exceptional achievements at every organizational level.

When Kerry Whitford was approached, then approached again – and then yet again – by her coworkers about recycling on the 14<sup>th</sup> floor, she knew Reclamation had a green problem. Now, dozens of posters, hundreds of recycling tips and a full pilot recycling program later, Reclamation's "green dream team" is proud of the effort's recognition.

"Bringing everyone together to encourage recycling was crucial," says Whitford. "It demonstrated that we could all come from different groups and backgrounds and coordinate a strong program."

After being approached by so many of her coworkers, Whitford sought out Marion Buntyn, the General Services Administration lead for recycling at the Denver Federal Center and Lance Thompson, building 67 GSA manager. Whitford proposed a pilot recycling program for the 14<sup>th</sup> floor of Building 67 to not only meet employee demand and increase waste diversion, but to also test best management practices and discover issues prior to implementing a recycling program building and -wide.

Before the pilot began, Whitford worked with Rachel Zilkowski, a program analyst student trainee at the time, and Loretta Montez, the GSA and custodial staff manager, to conduct a waste audit on the 14th floor. Their discoveries, done in a two week period, were shocking; almost all of the mixed waste, short of paper recycled by the GSA and some aluminum cans collected by staff, were going into the trash. Many recyclable items, like plastics, cans, cardboard and paper, were being discarded.

"Once we got it established, employees used it," explains Whitford. "I think the pilot went well because there was a need."

The pilot program, which was conducted from Oct. 1, 2011 to Dec. 31, 2011, came after a December 2010 audit that found only 30 percent of waste was being recycled in all of Building 67 – falling far short of the 50 percent executive order requirements. On top of that stunning statistic, there were few items being recycled beyond office paper.

Coordinating with Roseanne Gonzales, Reclamation's Senior Sustainability Officer, the pilot program ensured there were large, desk-side paper recycling bins for all 14<sup>th</sup> floor employees, three recycling stations in the break rooms and hallways and recycling stations for paper and mixed-waste were in every conference room. The pilot also included a voluntary challenge to employees: trade in your trash can for a mini-bin – which you are responsible for emptying – and become more aware of your waste habits.



The results of the pilot program were staggering. The number of respondents to post-pilot surveys, who "recycle everything they can at work" increased from 37 percent to 73 percent. Of those who signed up for the mini-bin challenge, 86 percent were made more aware of the trash they had, and 38 percent agreed that the program made them reduce their waste generation. The most important finding, according to post-pilot survey, was respondents' awareness of recycling increased not only in the pilot area, but in the entire DFC.

"Personally delivering the recycling and mini trash bins meant everyone was responsible for seeing the waste they generated," concludes Whitford, sitting across from her own miniature trash can. "The coolest thing was working across agencies to get it done."

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# RECLAMATION

*Managing Water in the West*

December 2012  
Upper Colorado Region



## UC Today

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### America's Great Outdoors: A Promise to Future Americans



Horseshoe Bend - Colorado River located near the town of Page, Arizona

By Mark McKinstry  
Upper Colorado Region

On April 16, 2010, President Obama launched the America's Great Outdoors (AGO) Initiative (<http://americasgreatoutdoors.gov/>) and charged the Secretaries of the Departments of the Interior and Agriculture, the Administrator of the Environmental Protection Agency, and the Chair of the White House Council on Environmental Quality to develop a 21st-century conservation and recreation agenda that addresses these challenges. President Obama launched the America's Great Outdoors (AGO) Initiative to develop a 21<sup>st</sup> Century conservation and recreation agenda.



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AGO recognizes that lasting conservation solutions should rise from the American people—that the protection of our natural heritage is a non-partisan objective shared by all Americans. Through listening sessions and outreach, AGO launched a public conversation about the future of conservation in America. Over the summer of 2010, AGO launched extensive public conversations about conservation. Senior administration officials held 51 public listening sessions all across the nation, 21 of them specifically with youth. More than 10,000 Americans participated in the live sessions and more than 105,000 comments were provided. Americans from across the country shared specific and creative ideas about conservation, recreation, and connecting people to the outdoors. They were farmers, ranchers, teachers, parents, young people, and representatives of land trusts, recreation and conservation organizations, historic preservation groups, faith communities, the private sector, as well as state, local, and tribal governments. All ethnic groups, political parties, and age groups joined the public listening sessions or submitted their ideas in letters, online, or through social media sites. Through the AGO listening sessions and public input process, the administration learned that there is a powerful consensus across America that outdoor spaces—public and private, large and small, urban and rural—remain essential to our quality of life, our economy, and our national identity.

After examining all of the comments and suggestions, the people working on AGO developed 10 goals for the Program; Reclamation participates in many of these through various programs and initiatives.

1. *Provide Quality Jobs, Career Pathways, and Service Opportunities*
2. *Enhance Recreational Access and Opportunities*
3. *Raise Awareness of the Value and Benefits of America's Great Outdoors*
4. *Engage Young People in Conservation and the Great Outdoors*
5. *Strengthen the Land and Water Conservation Fund*
6. *Establish Great Urban Parks and Community Green Spaces*
7. *Conserve Rural Working Farms, Ranches, and Forests Through Partnerships and Incentives*
8. *Conserve and Restore Our National Parks, Wildlife Refuges, Forests, and Other Federal Lands and Waters*
9. *Protect and Renew Rivers and Other Waters*
10. *Make the Federal Government a More Effective Conservation Partner*

## **Conservation in the 21st Century**

America's Great Outdoors builds on this nation's long history of actions taken to conserve our natural heritage. What has resulted is a nationwide system of public lands—both large and small and including parks, wildlife refuges, forests, wilderness areas, scenic seashores, hiking trails, protected waters, and recreation areas. America's homesteads, farms, and ranches have contributed to our heritage as well by preserving working landscapes, supplying food and fiber, protecting woods and watersheds, keeping air and water clean, and providing wildlife habitat. Historic and cultural sites have helped to educate us and to remind us of our roots. Together, our public, private, and tribal lands and waters embody one of our nation's founding principles: the right of all Americans to enjoy and benefit from America's natural treasures and the obligation to pass that heritage along to future generations.

The full AGO 2012 Annual Report, with some really nice pictures, can be found at:  
<http://americasgreatoutdoors.gov/files/2011/02/AGO-Report-With-All-Appendices-3-1-11.pdf>

Some projects that are highlighted in the report that Reclamation leads include:



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California's San Joaquin River Restoration  
California's Red Bluff Fish Passage Improvement Project  
Idaho's Yankee Fork Off-Channel Habitat Restoration Project  
Nebraska's Platte River Recovery Implementation Program  
Nevada's Colorado River Heritage Park and Trails  
New Mexico's San Juan River Habitat Restoration Project  
Employing Young People  
Catch A Special Thrill (CAST)  
WaterSMART Grant for the Los Angeles Basin Stormwater Conservation Study  
Landscape Conservation Cooperatives

Americans today are calling for a 21st-century approach to conservation. That approach must help to protect the places and the resources that we value. It must help us achieve greater health and well-being as individuals and as a nation. It must also recognize the economic challenges we face as a government and a nation. We must be wise in how we spend taxpayer dollars, and also recognize the significant economic benefits produced by protecting and restoring our natural and cultural heritage and by promoting outdoor recreation and land stewardship. Today, Americans recognize that pitting a healthy environment against a healthy economy is a false choice—we must and can have both. By investing in our natural wealth and heritage, we can create jobs associated with recreation and land stewardship, while passing on a vital natural legacy to our children and grandchildren.

For additional information about Reclamation's participation in AGO contact Mark McKinstry at 801-524-3835; [mmckinstry@usbr.gov](mailto:mmckinstry@usbr.gov)

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## Temperature Modeling for the LTEMP EIS

By Nick Williams  
Water Quality Group  
Regional Office

The Long-Term Experimental and Management Plan (LTEMP) EIS is being prepared to evaluate operations at Glen Canyon Dam (GCD) and identify management actions and experimental options for adaptive management of the dam. The EIS will evaluate and compare multiple alternatives for dam operations and their estimated impacts on natural and cultural resources downstream of the dam. For more information about the EIS visit the LTEMP website: <http://ltempeis.anl.gov/index.cfm>

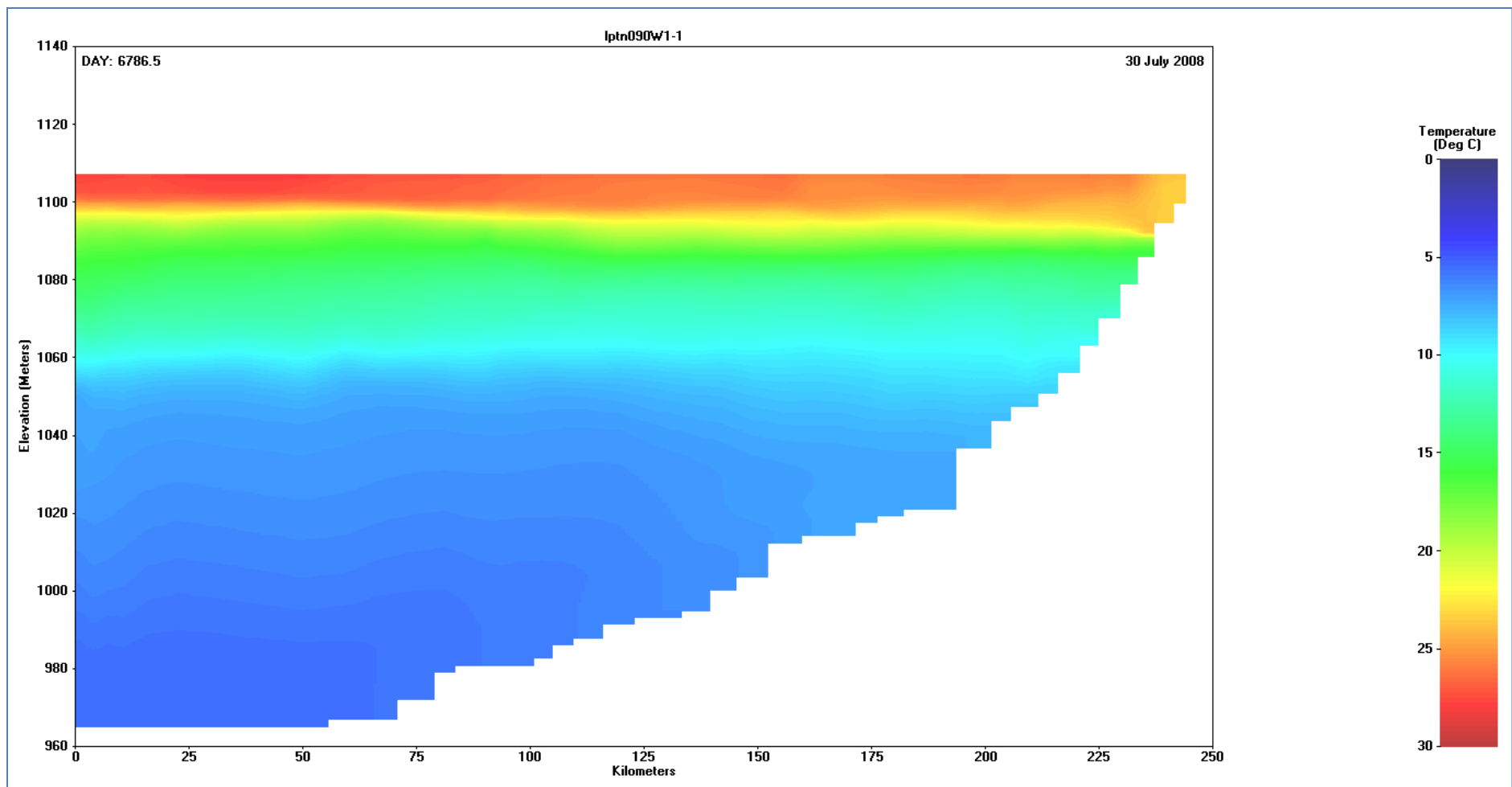
As part of the EIS team the Water Quality Group (WQG) is evaluating the effects of alternative operations on temperature downstream of GCD and through the Grand Canyon. To accomplish this evaluation the WQG utilizes a water quality model of Lake Powell and a temperature model of the Colorado River below GCD. The Lake Powell model is a complex model which predicts how water is moved around, mixed, and warmed or cooled. The model figure below shows water temperature in Lake Powell on a hot summer day and from the water surface down to the reservoir bottom.

The LTEMP EIS will evaluate several alternatives for operations of GCD over a 20-year period. The 20-year period introduces a wide range of hydrology which is useful for evaluating resources under different conditions. Each alternative is simulated in the water quality and temperature models and the results of the simulations are compared to determine the effects of the alternatives on temperature as well as compare the differences between the alternatives. Temperature model results are provided to other resource specialists who determine the effects of the various alternatives on fish, aquatic habitat, and other related resources. The second figure below is a graph of preliminary model temperature results at GCD for the no action alternative, or the current dam operations. The graph includes modeled elevations for Lake Powell during the 20-year simulation showing the warmest release temperatures at the lowest reservoir elevations. Preliminary modeling of all alternatives for the draft LTEMP EIS is expected to be completed early in 2013.

**Temperature Modeling Graphs Below**

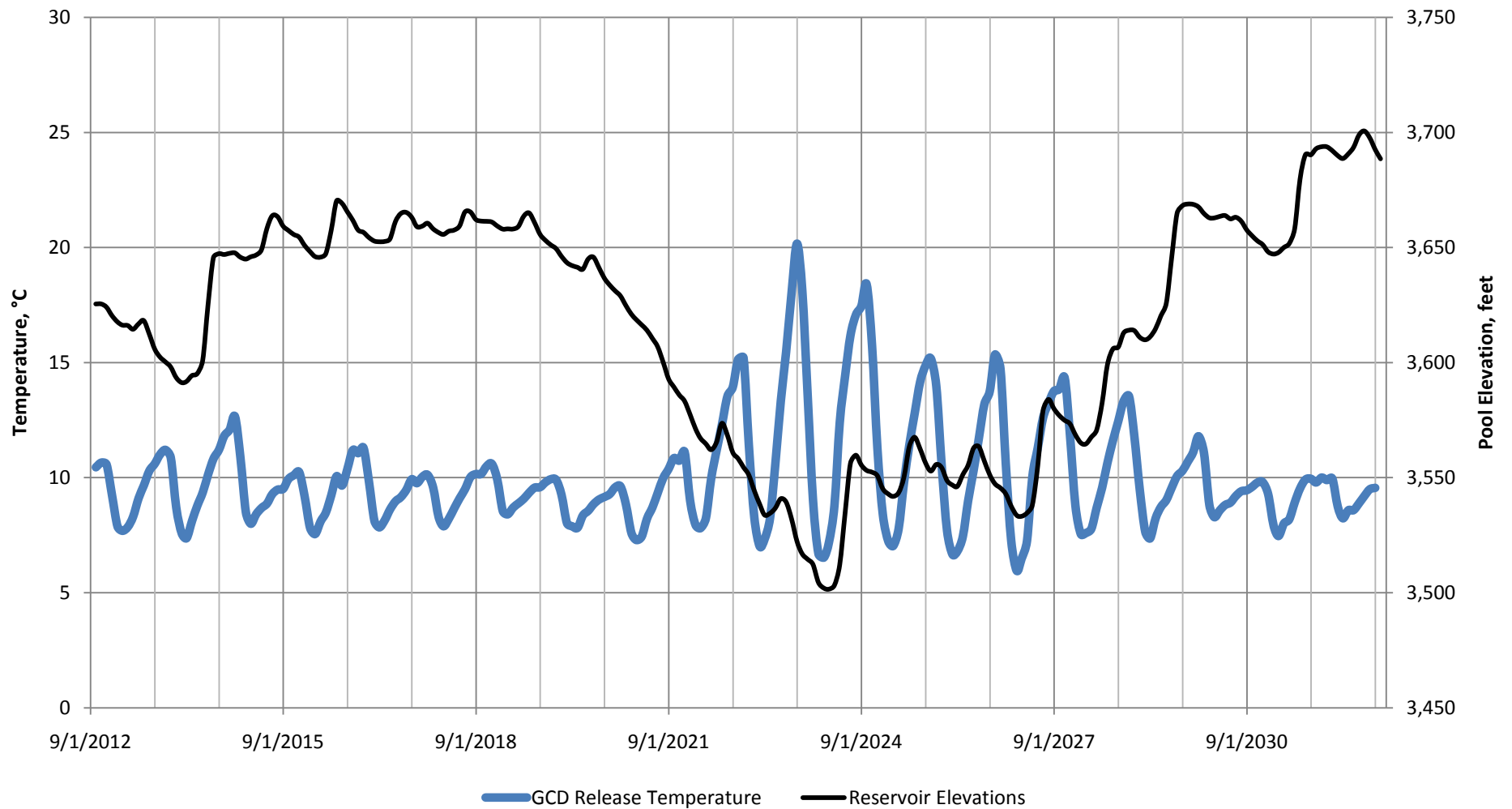
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# LTEMP EIS - Lake Powell Temperature Modeling GCD Release Temperature, No Action Alternative

**\*PRELIMINARY\***



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A graphic featuring three stars of varying sizes in the upper left, and two curved lines, one red and one blue, arching over the word "PATHWAYS".

# PATHWAYS

FOR STUDENTS & RECENT GRADUATES  
TO FEDERAL CAREERS

Starting this summer, President Obama's initiated a new, streamlined program for students and recent graduates looking for careers in the Federal workforce. Three programs fall under the umbrella of "Pathways".

- Internship Program – Replaces the Student Career Experience Program (SCEP) and Student Temporary Experience Program (STEP). This program is for current students enrolled in a wide variety of educational institutions from high school to graduate level, with paid opportunities to work in agencies and explore Federal careers while still in school. Interns may be on a career appointment or a not-to-exceed (NTE) temporary appointment. A career appointment may lead to conversion to a permanent or term job in the civil service. The Intern (NTE) does not lead to conversion to a permanent or term job in the civil service. For additional information about [the Internship Program click link](#).
- Recent Graduates Program – Formerly known as Federal Career Intern Program (FCIP). This program is for individuals who have recently graduated from qualifying education institutions or programs and seek a dynamic, career development program with training and mentorship. To be eligible, applicants must apply within two years of degree or certificate (except for veterans precluded from doing so due to their military service obligation, who will have up to six years to apply). Successful completion of one year training requirements may lead to conversion to the competitive service in the employing agency only. Additional information can be found at <http://www.opm.gov/HiringReform/Pathways/program/graduates/>.



- Presidential Management Fellows (PMF) Program- This program has been the Federal Government's premier leadership development program for advanced degree candidate for more than three decades. The executive order 13562 expands the eligibility window for applicants, making it more "student friendly" by aligning it with academic calendars and allowing those who have received a qualifying advanced degree within the preceding two years to participate. To learn more about [this program click here](#) .

"Pathways" is one of many programs to help diversify our workforce and is not intended to replace the competitive hiring process. It is designed to connect managers with new talent needed to fulfill the mission of Federal agencies.

If you are a current student under the SCEP/STEP program actions are underway to transition you into the new Pathways Programs. If you have questions regarding your appointment you may contact your servicing Human Resources Specialist.

For additional information on the [Pathways Programs](#)

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## Safety Efforts are Paying Off

By Jay Roundy  
Manager, Major Projects Division  
Albuquerque Area Office

### **Ever wonder how your safety efforts are paying off, or, if they will ever pay off?**

Here's a true and tragic story that happened to a family member of our RO staff, that should help us remember that holidays do NOT take a vacation from safety. Secondly, it should be a reminder that we all need to complete our "defensive driving" course.

The location is Fruitland, Utah (near Duchesne). The weather was great, perfect visibility, clear roads, and, snow patches throughout the junipers.

A wonderful, 86 year old lady (Natalie) did what she has done daily for the past 14 years. At 1:00 pm., she jumped into her truck, and drove from her home to the Post Office, located behind the Fruitland Store on Highway 40.

While getting her mail, she and others that made this a daily social event, exchanged Christmas presents, talked about issues relating to different aspects of life, then, Natalie climbed into her pick-up truck for the 5 mile trek back to her house/cabin.

What happened next is uncertain, and, has been reported on various television channels in different ways, however, the story goes something like this:

Natalie came to the stop sign alongside the store, she stopped (or possibly did one of the famous Utah "slow & go") after looking both ways (as she always did when I rode with her) then, drove across Highway 40 (Highway 40 is notorious for those that think 65 mph is merely a suggestion.) to head home. What Natalie didn't see was a semi, heavily laden with 3 trailer tanks of crude oil.

Given the thousands of pounds of weight at the speed it was traveling, the truck driver tried to take defensive steps to alleviate an accident, however, while swerving, hit Natalie, instantly snapping her neck while tearing her truck into pieces, then hitting another parked truck, driving it into the Fruitland Store, and, as the heavily laden trailers proceeded to roll and jack-knife, they also shoved the cab of the semi into the store.





Bottom line: 1 wonderful lady dead, 1 store gone, 1 truck driver in the hospital with broken ribs, but, alive, thanks to his quick thinking, and the efforts of a brave highway patrolman, a man that was blind (in the store) was rushed to the closest hospital.

Could the tragedy have been prevented? Probably!

How many times do we do a slow and go? How many of our employees have noted that they have nearly been run over, either on the south driveway of the Federal building, or, as they have walked across the street to Harmon's grocery store, or at other places? How many times do we drive just 5 miles over the speed limit (and, sometimes with pride) using the excuse that we have to stay up with traffic? How many times are we complacent in our driving, because we "know" that the situation is safe?

Do we want to remember Christmas for the happiness and wonderment that it is, or because it is a time when a life altering tragedy took place?

On behalf of **YOUR Safety Advisory Committee**, please be extra safe during the holiday. Please slow down and obey all of the laws. Please drive defensively each and every time you get into your vehicle.

**"Now, go and do the safe thing!"**

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## Developing Leaders: Today's Methods vs. Tomorrow's Problems

[Center for Creative Leadership \(CCL®\)](#)

The greatest challenge ahead is not a leadership challenge. It's a development challenge, argues CCL's Nick Petrie.

Nick Petrie took a yearlong sabbatical at Harvard University with the goal of answering one question — *what will the [future of leadership development](#) look like?* He looked across fields (education, business, law, government, psychology), reviewed leadership development literature and interviewed 30 experts in the field.

What he found was a profound gap between today's methods of developing leaders and the skills leaders need to deal with more a complex, volatile and unpredictable reality.



The methods organizations use to develop leaders have not changed (much) in decades. The majority of managers are developed from on-the-job experiences, training and coaching/mentoring.

"While these are all still important, leaders are no longer developing fast enough or in the right ways to match the new environment," says Petrie.

Petrie identified four trends shaping leader development — trends that top management as well as training and development professionals must grapple with as they figure out ways to prepare for the future.

In an upcoming [CCL Webinar](#), Petrie will address these four trends and potential responses:

**Vertical development will matter more.** There are two different types of development: horizontal and vertical. Horizontal development focuses on new skills, abilities and behaviors. It is technical learning and competency-based. Horizontal development is most useful when a problem is clearly defined and we have known techniques for solving it. Vertical development, in contrast, refers to the mental and emotional "stages" that people progress through. At each higher level, adults "make sense" of the world in more complex and inclusive ways.



The methods for horizontal and vertical development are very different. Horizontal development can be "transmitted" (from an expert), but vertical development must be earned (for oneself). Horizontal development cannot be relied on as the sole, or even primary, means for developing leaders.

**People must own their development.** The current model encourages people to believe that someone else is responsible for their development — human resources, their manager or trainers. But people develop fastest when they feel responsible for their own progress.

"We need to help people out of the passenger seat and into the driver's seat of their own development," says Petrie.

**Individual leaders are less important.** Leadership development has come to a point of being too individually focused and elitist. There is a transition occurring from the old paradigm in which leadership resided in a person or role, to a new one in which leadership is a collective process that is spread throughout networks of people. Leadership development should focus more on what is needed in the system and how we can produce it.

The question will change from, "Who are the leaders?" to "What conditions do we need for leadership to flourish in the network? How do we spread leadership capacity throughout the organization and democratize leadership?"

**We need a new era of innovation.** There are no simple, existing models or programs, which will be sufficient to develop the levels of collective leadership required to meet an increasingly complex future. Instead, an era of rapid innovation will be needed in which organizations experiment with new approaches that combine diverse ideas in new ways and share these with others. Technology and the Web will both provide the infrastructure and drive the change. Organizations that embrace the changes will do better than those that resist it.

"The future of leadership development is evolving, with many paths and little clarity," Petrie acknowledges. "The answers will be discovered along the way on the messy path of innovation."

[Center for Creative Leadership \(CCL®\)](#)

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## ASC Newsletter

### Board News

On September 10, 2012, ASC members attended “Position Management and Classification” training from Sabra Ferre and Dale Winterton from the UC Regional Office’s Human Resource Division. To summarize the training, Position Management involves structuring functions, positions, and organizations in a way that optimizes efficiency, productivity, and organizational effectiveness while maintaining the lowest possible cost. Classification is the systematic process of comparing the duties, responsibilities, and qualifications required by a job to published standards in order to properly categorize the job by title, occupational series, and grade as predicated by law. Position Descriptions (PD) were also discussed which include the following factors: (1) Knowledge required by the position, (2) Supervisory controls, (3) Guidelines, (4) Complexity, (5) Scope and Effect, (6) Personal Contacts, (7) Purpose of Contacts, (8) Physical Demands, and (9) Work Environment. A big thanks for the time Sabra and Dale took in preparing and presenting this training. Thanks to all the ASC members who were able to participate either in person or via WebEx.

On December 18, 2012, Sydnee Quigley, Executive Recruiter at Resource Accounting in Salt Lake City will be presenting training on “How to Enhance Your Resume.” This training will be held at the regional office and for those unable to attend in person will be offered via WebEx.

As 2012 comes to an end, the board would like to thank each ASC member for the support shown and would like to wish you a Happy Holiday Season. Thanks for your efforts each day in helping Reclamation achieve its mission.

### BisonConnect is Here...



UC Region “Google Guides” have been on the new system since the end of October. On December 10, 2012, all other UC Region employees will migrate to BisonConnect. If you have not taken the training, it can be found in your DOI Learn account under “Required Learning.”



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### Upcoming Events

- Enhancing Your Resume,  
December 18<sup>th</sup> (Region/WebEx)
- ASC Spring Event, April 9 and  
10, 2013



# Career Trek to Administrative Officer, Provo Area Office

The ASC Board asked Susan Corson, the Administrative Officer of the Provo Area Office, to provide a write-up on her career trek...Enjoy!

It is a pleasure to write a brief history about my career with the Federal Government, and more importantly, the Bureau of Reclamation. I consider myself extremely lucky to have worked at Reclamation.

I began my Federal service in 1982 at the Farmers Home Administration in Afton, Wyoming, as an Administrative Clerk. I was employed there for 1-1/2 years at which time my husband and I decided to move to Utah. (I was born and raised in Lehi, Utah.) I remember calling the Federal Building in Salt Lake City to inquire about employment and they suggested the Bureau of Reclamation. Luckily, there were a few openings in the Utah Projects Office in Provo, and I was hired as a temporary Clerk-Typist. I was eventually converted from temporary to permanent status.

After a few years as a Clerk-Typist, I was promoted to Administrative Clerk, in the Administrative Division. I processed payroll actions and performed duties related to personnel. After 2 years, I was promoted to Support Services Supervisor. This gave me an opportunity to manage and provide support to the office as supervisor over approximately 15 employees. I was responsible for mail and files, correspondence, travel, imprest fund, library, switchboard/receptionist duties, copying/binding services, etc. I remained as Support Services Supervisor until 1994. I then took a chance and began something new in my Federal career as a Compliance Specialist.

As a Compliance Specialist, I had the opportunity to work in the Water and Lands Division helping to administer the Reclamation Reform Act of 1982 (RRA). I left my previous work life which always involved office help or support. In turn, I quickly learned the process of the RRA, Contracts and Repayment, and Water Rights. It was a wonderful opportunity to learn about Reclamation from a different perspective, and helped me to develop working relationships with other Reclamation offices throughout the 17 Western States, as well as water district personnel and water users. The job was challenging and at times highly political, but always rewarding.

In 2008, I applied for the position of Administrative Officer in the Provo Area Office. It has been an awesome experience and I enjoy working directly for our Area Manager, Curt Pledger. This job brought me back to supervision, and a variety of duties including assisting with all personnel/Human Resources needs for the office of approximately 130 employees. I am also a direct supervisor over Information Technology, mail and files, property, switchboard/receptionist, budget, travel, library, and lots of other things that make the days fly by.

I think about how fast 30 years have gone. Although I'm eligible to retire soon, I am not yet ready to pull the plug and will continue working for a while. I have enjoyed working with a variety of employees and learned so much through my career.

What helped me along the way? First, education. I attended Utah State University, Utah Valley University, and the University of Phoenix. I also took as much training as possible throughout my career which helped me to learn. Be willing to learn, to look at how other people are working to make things right. Don't be afraid to take risks. If you're stagnated, do something about it! Don't assume that you're in a dead-end position. Keep positive and show your coworkers and managers that you can do whatever is asked of you. Don't be threatened by other people's success. Be happy and learn from others. Avoid office gossip and negativity. Respect and be loyal to those who have paved the way before you. Garner from those who are experienced and recognize that with hard work and patience, you may get opportunities to advance and move forward. Do the best that you can do and keep on movin'! I love the Nike slogan: "Just Do It!"

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*Never lose sight of the fact that the most important yardstick of your success will be how you treat other people --  
your family, friends, and coworkers, and even strangers you meet along the way.*

*~ Barbara Bush~*





## Hot Topic

The Upper Colorado (UC) Electronic Document Management System (P8) team along with the Regional Director's Office provided training sessions early in November 2012, on the Action Correspondence process. For UC Regional Office Divisions, this training was a move away from our existing DB2 software and implementation of the new P8 software for correspondence requiring a response. For the area and field offices, this was the first exposure to the process and the software.

The audience for the training included:

*"They may forget what  
you said, but they will  
never forget how you  
made them feel."  
~ Carl W. Buehner*

- All administrative assistants/secretaries and their backups that provide tracking and monitoring of responses to official correspondence addressed to their respective offices.
- All mail/record staff responsible for routing official mail within their respective offices.
- All Administrative Officers so they have an understanding of the process and the benefits to be derived from its use.

## Correspondence Tips

### Capitalization of the First Letter in Federal and Government

"In government documents, and in other types of communications where these terms are intended to have the force of an official name, they are capitalized." Pg. 103 Gregg Ref. Manual, Sections 325, 327, 328 "Names of Gov't Bodies"



The Bureau of Reclamation capitalizes "Federal" and "Government" in our correspondence as we are an adversary. Most of our correspondence is speaking about partnerships, agreements, and contracts amongst other parties and we are referring to ourselves as an official body that wants to express the power of our official name.

### Date/Block Stamps

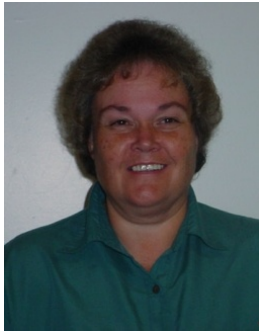
Since we have begun our greening efforts, it's a good time to remind all of the proper stamps we should be using and to keep this in mind when conforming our electronic memorandums. The Department's standards are as follows: 12pt, Times New Roman or Arial font, black ink, blocked (capital) letters. Signature stamps should not be used; only block stamps. Examples are below:

Correct Use: OCT 29 2012	LARRY WALKOVIK
Incorrect Use: October 29 <sup>th</sup> , 2012	Larry Walkoviak





# Spotlights of Members of the ASC



**Pauleen Baker**

**Office:** Power Office  
Flaming Gorge Field Division  
**Position:** Supply Technician  
**Supervisor:** Roxann Reid  
**Years with Reclamation:** 12

**Something Unique:** I am older than my home town. Dutch John was built to house the people working on the Flaming Gorge Dam and later the people operating and maintaining the dam. My mom drove to Dutch John every day to operate the post office while the town was being built. At the same time we were in the process of moving from our ranch located in Linwood, Utah. This was no easy task. We couldn't load everything into a moving van and go. We actually had to move the buildings. We had three family dwellings and many out buildings to move. What could not be moved had to be burned. This took several years to accomplish. Our house was moved to a piece of property located on the Utah/Wyoming border called Minnie's Gap. Once Flaming Gorge Dam was built, the reservoir covered our ranch with several hundred feet of water.



**Linda Morrey**

**Office:** Provo Area Office  
Field Engineering Division  
Administrative Services Division  
**Position:** Secretary  
**Supervisor:** Paul Christensen and Susan Corson  
**Years with Reclamation:** 25½

**Something Unique:** My mother was born and raised in Italy. My father was a service man stationed in Italy when they met and married. They eventually ended up moving to the states. For many years I have wanted to visit my mother's birthplace and was able to do so in the spring 2011. My daughter and I travelled to Italy and spent 2 weeks sightseeing and visiting relatives I had never met. A cousin, who is a policeman in Rome, took us on a tour behind the barricades of the outside of the Vatican. Another cousin was able to get us a private tour of the inside of the Vatican as well. The entire experience was amazing, and I look forward to returning to visit Italy in the near future.

## 2012-2013 Board

Bill Brown, Chairperson  
Deborah Hilton, Vice-Chairperson  
Linda Andra, Secretary  
Chantel Bouchard, Parliamentarian  
Levi Hutchinson, Senior Advisor



*"Great minds discuss ideas.  
Average minds discuss events.  
Small minds discuss people."  
~Eleanor Roosevelt*

**We are on the Web!**

<http://intra.uc.usbr.gov/teams/asc/index.html>



U.S. Department of the Interior  
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### Reclamation Trivia

Here's this week's set of questions:

1. Secretary of the Interior Ken Salazar visited the former Price's Dairy or Valley Gold Farms site located just south of Albuquerque on September 27, 2012 to announce that the Bureau of Reclamation, U.S. Fish and Wildlife Service, Bernalillo County, the Trust for Public Land and the Albuquerque Metropolitan Area Flood Control Authority had closed on the purchase of 390 acres of farm land and about 250 acre-feet of senior water rights. **True or False**
2. **From Vol 4 Issue 23** - Who is your number 52?
3. Secretary of the Interior Ken Salazar today (11/20/12) joined U.S. and Mexico delegations in San Diego, California, at an official signing ceremony of \_\_\_\_\_ to the 1944 Treaty with Mexico – an historic binational agreement to guide future management of the Colorado River through 2017.

Last week, We asked,

1. World AIDS Day is held on 1 December each year and is an opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died.
2. **From Vol 4 Issue 2** - On November 5, 2012, the Bureau of Reclamation's Provo Area Office announced the availability of the final environmental impact statement (FEIS) on the Narrows Project, a non-Federal dam and reservoir proposed by the Sanpete Water Conservancy District (SWCD) on Gooseberry Creek in Sanpete County, Utah.
3. In 2012, we completed the EIS and issued a Record of Decision regarding the operations of the Aspinal Unit of the Colorado River Storage Project. This environmental compliance document also addresses operations of several other west-slope projects.

Last winner was – **Megan McConnell – Glen Canyon Field Division**

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

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## In Transition

### Former GP Region Employee Robert John Reedy dies

Robert John Reedy, 67, Vale, died Thursday, November 29, 2012, at his residence in Vale.

Visitation will be Sunday from noon to 5:00 p.m. at Kinkade Funeral Chapel in Sturgis. A rosary will be held Sunday at 7:00 p.m. at St. Mary's Star of the Sea in Newell with visitation one hour prior to the rosary at the church.

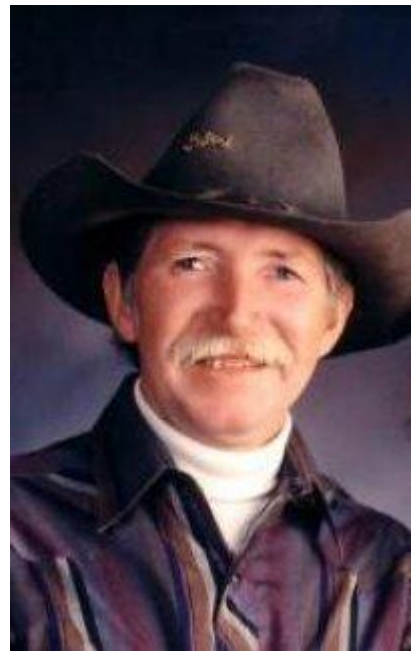
Mass of Christian burial will be held Monday, December 3, 2012, at 2:00 p.m. at St. Mary's Star of the Sea Catholic Church in Newell with Father Tyler Dennis officiating. Burial will follow at the Vale Cemetery.

Robbie was born January 18, 1945, in Kadoka, SD, to John and Emilie (Barcal) Reedy. He grew up in a family of 6 children north of Philip, SD, near the Grand Stone Buttes. He graduated from Philip high school in 1963. Robbie then attended one year at SD School of Mines.

He joined the US Navy and served in Germany for two years before being assigned to the US Embassy in Cyprus for another two years. He was one of only two who earned the rank of 2nd Class Petty Officer in the entire US navy that year.

Following his honorable discharge, Robbie returned to Philip after the death of his younger brother to help run the family ranch. He married Paula Weiss on June 9, 1973, in Mondovi, WI. They ranched in Philip until 1977 when they moved to Fairpoint, SD, where they ranched until 1988. They then moved to Newell. Robbie always said, "They were tough but wonderful years." Robbie then became a surveyor for the Bureau of Reclamation. In 2001, he began working at the Department of Veterans Affairs, Fort Meade.

His family was Robbie's greatest treasure. He loved to dance, was a great storyteller, and was a good friend to many. He loved his friends, ranching, surveying, and taking care of those in the nursing home. Robbie was a member of St. Mary's Star of the Sea Catholic Church, the Vale Township Board, the Knights of Columbus, and the Philip American Legion and both the Fairpoint and Vale Fire Depts.



He is survived by his wife, Paula, Vale; his children, Julie (Scott) Wheeler, Sundance, WY, Will (Misty) Reedy, Vale, Christy (Darrin) Jons, Pierre, SD, Mary Reedy, Rapid City, SD, Anna (Chris) Skeen, Pine Haven, WY, Meghan Reedy, Camp Crook, SD, and Joseph Reedy, Chadron, NE; his mother, Emilie Reedy, two sisters, MaryKay Sandal and Joann (Lester) Pearson of Philip, and one brother, Mike, of CO, grandchildren: Tori, Brit, Peter, Josie, Emilie, Mathew, Bailey, and Cooper.

He was preceded in death by his father, John, and two brothers, Richard and Joseph Reedy, nephew Johnny Sandal and brother-in-law Larry Sandal.

Robbie was a wonderful husband, father, and friend. He will be greatly missed.

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# RECLAMATION

*Managing Water in the West*

December 2012  
Upper Colorado Region



## What Is the Media Saying About Reclamation This Week?

[Work starts on Navajo-Gallup pipeline](#)

[On the reservation](#)

[Plan Could Save Millions of Gallons](#)

[Public briefed about U.S.-Mexico water pact and Imperial Irrigation District water transfer mitigation program](#)

[Experts available to comment on upcoming Colorado River Basin study](#)

[As Reservoirs Dwindle, Water Managers Wait And Hope For Winter Storms](#)

[Minute 319 Video](#)

[Minute 319 Video 2](#)

[Drought in New Mexico Video](#)

[Federal officials mull ways to meet water needs while lessening damage to park resources](#)

[National Fish and Wildlife Foundation Accepting Proposals for America's Great Outdoors: Developing the Next Generation of Conservationists](#)

[Meter debate continues in face of drought](#)

[Public briefed about U.S.-Mexico water pact and IID water transfer mitigation program](#)

[Las Vegas Wants Say in Lake Powell Pipeline](#)

[Rio Grande water users told their allotment from San Juan-Chama project may be curtailed](#)

[Black Canyon Dam project begins](#)

[Drought May Cut Chama Water Deliveries](#)

[Lake Powell and Glen...](#)

[Zero Discharge Desalination Holds Promise of Maximum Water Recovery](#)

[uRec preparing NM water agencies for what may be first ever curtailment of San Juan-Chama water <http://t.co/q17MO0AT> #WestWater Twitter](#)

[New, Landmark Protections in Place for Colorado River](#)

[Glen Canyon Dam in Page, Arizona](#)

[U.S.-Mexico accord on Colorado River marks positive step](#)

[Colorado River water quality impacts fish](#)

[Wind power helps save water](#)

[Pastrick: Keeping the Colorado healthy makes 'cents'](#)

[Nov.'s Animas flow lowest on record](#)

[Spate of fires, mostly small, erupts Wednesday](#)

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